

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.
20052

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD ON
APRIL 13, 1984, IN LISNER HALL
ROOM 603

- 1 The meeting was called to order by Provost Bright at 2:10 p.m.

Present: Provost Bright, Registrar Grimm, Parliamentarian Schechter, Birnbaum, Castleberry, Claeysens, Eldridge, Fox, Frey, Greene, Griffith, Gross, Kenney, Levy, Liebowitz, Loeser, Morgan, Pierpont, Rashid, Robinson, Schiff, Smith, H. Solomon, Tolchin, Wade, Yezer, and Ziolkowski

Absent: President Elliott, Altshuler, Barron, Helgert, Hill, Kelly, Kramer, Linton, Park, Schiller, and L. Solomon
- 2 The minutes of the regular meeting of March 9, 1984, were approved as distributed.
- 3 (a) On behalf of the Appointment, Salary and Promotion Policies Committee, Professor Robinson reintroduced and moved the adoption of Resolution 82/9, "A Resolution to Amend the Faculty Code to Include a Statement on Criteria for Tenure," and the motion was seconded. Professor Robinson explained that the committee thought that a systematic approach to the actual granting of tenure was of great importance to the faculty and the University, and this resolution would amend the Faculty Code to include a statement on general criteria for tenure. Professor Pierpont said that he supported the resolution, but thought that "academic" rather than "programmatic" needs was more appropriate language for the Faculty Code, and he moved to amend the resolution by substituting the word "academic" for "programmatic" before the word "needs" in Line 4, Paragraph 1. The motion was seconded. Professor Robinson and the seconder accepted the amendment. Professor Griffith, on behalf of the Professional Ethics and Academic Freedom Committee, reminded the members that this resolution was initially postponed by the Senate until the ASPP and PEAFF Committees had had an opportunity to review the Reich Report on Non-Tenure Accruing Appointments in conjunction with this proposal. The resolution was now before the Senate without the benefit of recommendations on the Reich Report. Professor Griffith said that the major area of disagreement between the PEAFF and ASPP Committees centered on the appropriateness of including in the criteria for tenure the notion of "academic needs." He said that tenure decisions as to an individual faculty member's future are to be made largely on the basis of individual merit, and "academic needs" have nothing to do with the "professional competence" of an individual, but are really long-term projections of the University, and, therefore, represent two separate considerations. Professor Robinson responded that the ASPP Committee reviewed the Reich Report and concluded that it did not address the issues relating to this resolution and, therefore, found no reason to delay bringing this resolution back to the Senate. Secondly, she said that the committee thought that "academic needs" were a very

important consideration in the awarding of tenure, because the decision has to be made in the context of whether or not there will be courses for that individual to teach; therefore, consideration of both professional competence and academic needs are very much related. A discussion followed by Professors Morgan, Frey, Claeysens, Griffith, Gross, Levy, Ziolkowski, Yezer, Smith, Robinson, Rashid, and Dean Birnbaum. Professor Schiff moved to amend Paragraph 1 as follows: "1. Tenure shall be dependent upon professional competence as evidenced by teaching ability, productive scholarship, participation and leadership in professional societies; service to the University, public service, and academic needs of the University also shall be considered." The motion was seconded. Professor Griffith moved to postpone final action on the resolution until the subsequent meeting in order to have more time to study the language for the Code, especially in terms of consistency of criteria. The motion was seconded. Professor Robinson noted that the language in this resolution paralleled the Code language on promotion, and she did not understand the objection to this language. Professor Griffith and the seconder agreed to withdraw the motion to postpone until after consideration of Professor Schiff's amendment.

Professor Morgan suggested the following alternate language: "Tenure shall be dependent upon professional competence as evidenced by teaching ability, productive scholarship, participation and leadership in professional societies, service to the University, and public service. Upon a specific showing that the academic needs of the University have changed, that factor may also be considered in determining whether tenure shall be granted." Professor Schiff said that he would accept that as a re-wording of his amendment. Further discussion followed by Professors Levy and Ziolkowski. Professor Eldridge recommended modifying the amended language by inserting the words "with respect to that position" after "academic needs of the University." Professor Schiff accepted that modification. The question was called on the motion to amend, and the amendment was adopted.

Professor Griffith moved to amend Paragraph 2 by adding the words "to implement the factors itemized in Paragraph 1" after the first sentence, so that the sentence would read: "2. Each school, college or comparable educational division shall establish and publish criteria on which the granting of tenure will be based to implement the factors itemized in Paragraph 1." The motion was seconded. The question was called on the motion to amend, and the amendment was adopted. A discussion followed by Professors Wade, Pierpont, Griffith, and Morgan. The question was called on the original motion, as amended, and the motion was adopted. (Resolution 82/9, as amended, attached.)

- 3 (b) On behalf of the Educational and Admissions Policy Committee, Professor Schiff reintroduced and moved the adoption of Resolution 83/8, "A Resolution to Standardize the Disposition of the Grade of 'Incomplete'," and the motion was seconded. Professor Schiff then moved the following clarifying amendments: "Insert new Paragraph 2: That students may repeat courses in which they receive an incomplete which became permanent. Change present Paragraph 2 to Paragraph 3. Add Paragraph 4. That this change become effective in the fall semester 1985." The motion to amend was seconded. Professor Gross then moved to amend the resolution to exclude the School of Engineering and Applied Science so that Paragraph 1 would read: "That, in all Schools and Divisions of the University except the School of Medicine and Health Sciences, the National Law Center, and the School of Engineering and Applied Science, etc." and he further moved that the words "and in the School of Engineering Bulletin on pages 22 and 30," be struck from Paragraph 3. The motion was seconded. Professor Fox said that he

supported the amendment because the School of Engineering was in the process of completing its accreditation and did not want to jeopardize that review by changing the School's policies at this time. Professor Tolchin noted that the School of Government and Business Administration might possibly request an exemption also at some future date. A discussion followed by Professors Greene, Eldridge, Schiff, Fox, Gross, Levy, Griffith, and Morgan. Professor Schiff pointed out that this resolution was offered mainly for the purpose of obtaining some uniformity, because this was the only undergraduate grade that was not uniform. A discussion followed by Professors Gross, Griffith, Fox, Morgan, Levy, Yezer, Eldridge, and Registrar Grimm. The question was called on the motion to amend, and the amendment carried. Further discussion followed by Professor Ziolkowski, Schiff, Rashid, Smith, and Registrar Grimm. Professor Greene said that he thought the resolution was seriously jeopardized by the exclusion of three of the schools. Professor Smith noted that the grade of "Z" and "IP" were essentially "incomplete" grades which could last forever and adoption of this resolution would mean that the grade of "Incomplete" would also last forever. Professor Tolchin indicated that the SGBA faculty who were opposed to this resolution were of the opinion that the present system was sufficiently flexible to meet almost any contingency and, therefore, should not be changed. The question was called on the original motion, as amended, and the motion was lost. (Resolution 83/8, as amended, attached.)

- 4 (a) On behalf of the Educational and Admissions Policy Committee, Professor Schiff moved the adoption of Resolution 83/9, "A Resolution to Change the Meaning of the 'Z' Grade," and the motion was seconded. The intent of this resolution, Professor Schiff said, was to spell out clearly the circumstances under which the "Z" grade is to be applied because it appeared that the "Z" grade was not being used appropriately. Professor Gross spoke against the resolution, stating that he thought the "Z" grade, which was introduced three years ago, was being used as originally intended, i.e., if a student fails to take the final exam with no excuse, and a "Z" grade is assigned, then that grade is essentially an "F." Professor Schiff replied that that was precisely how the "Z" grade should not work--if a student fails to take the final exam, the student either is assigned an "Incomplete" grade if there is a legitimate excuse or, if not, the student receives an "F" grade--but not a "Z" grade. A discussion followed by Professors Fox, Schiff, Gross, Robinson, Levy, Yezer, Greene, Eldridge, and Registrar Grimm. The question was called, and the motion was adopted. (Resolution 83/9 attached.)

- 5 There were no resolutions introduced under Introduction of Resolutions.

- 6 (a) On behalf of the Nominating Committee for the Executive Committee for the 1984-85 Session, Professor Morgan, Chairman, moved the nomination of Professor William B. Griffith, Columbian College, for election as Chairman of the Executive Committee for the 1984-85 Session. No nominations were made from the floor, and Professor Griffith was elected unanimously as Chairman. Proceeding with the election of the four additional members, Professor Morgan moved the nominations of Professor Mary M. Cheh, National Law Center, Professor Raymond R. Fox, SEAS, Associate Professor Sherwin Greene, SGBA, and Professor Norman C. Kramer, Medical Center, for election to the Executive Committee. No nominations were made from the floor, and the nominees were elected unanimously to serve with Professor Griffith, Chairman.

(b) On behalf of the Executive Committee, Professor Morgan nominated the following faculty members for election to the Grievance Committee for a three-year term commencing May 1, 1984: Associate Professor Paul R. Churchill,

Columbian College, Professor Peter P. Hill (service to begin July 1, 1984), Columbian College, Professor Rudolph Hugh, Medical Center, and Professor Richard W. Stephens, Columbian College. No nominations were made from the floor and the nominees were elected unanimously. Professor Morgan noted that one additional nomination would have to be made, but up to this time he had been unsuccessful in his attempt to have the name of a nominee from the law faculty for election at today's meeting. On behalf of the Executive Committee, Professor Morgan then nominated Professor Victor H. Cohn, Medical Center, for re-election as Chairman of the Grievance Committee. No nominations were made from the floor, and Professor Cohn was re-elected unanimously.

- 6 (c) On behalf of the Executive Committee, Professor Morgan moved the nominations for appointment by the President to the following Administrative Committees: Judicial System: David A. Altshuler (Chairman), William J. Briscoe, Pamela Finnerty-Fried, Peter Raven-Hansen, and Roger H. Trangsrud; Student-Faculty Committee on Appeals: Maximilian Pock (Chairman), Herbert J. Davis, Dennis H. Holmes, and Joan R. Regnell; Marvin Center Program Board: Catherine J. Pickar; Marvin Center Governing Board: William J. Balling, Jr., Joseph A. Greenberg, Marilyn L. Liebreinz, and Charles E. O'Rear; and Presidential Appeals Board: Joseph Aschheim, Anne R. Headley, John J. McMillan, and Jarrett M. Wise. No additional nominations were made and the nominees were elected unanimously.

(d) Professor Morgan reported on behalf of the Executive Committee that the Grievance Committee ruled in favor of Professor Kyriakopoulos' appeal, and that the Opinion had been forwarded to the President and the Board of Trustees for final disposition. In the matter of the complaint of Assistant Professor Bruce E. Committee, he reported that a Hearing Committee had been established and was in the process of setting hearing dates for early May. He reminded members that the Faculty Luncheon, honoring retiring faculty and faculty members who have completed twenty-five years of service, would be held Monday, April 23, 1984, at the University Club, and he invited the members to attend. The next Executive Committee meeting was scheduled for Friday, April 20, 1984, at 11:00 a.m., at which time both the old and new members of the Executive Committee would jointly meet to make recommendations for nominations for Chairmen and members of the Senate Standing Committees. Lastly, Professor Morgan thanked the outgoing Senate members for their good work during the session.

(e) Professor Schiff, Chairman of the Educational and Admissions Policy Committee, reported that a subcommittee had sent out 3000 questionnaires to students and faculty with regard to the review of the Academic Calendar and that a report with recommendations probably would be made to the Senate this fall. The committee was also considering the possible addition of the "plus/minus" notations in the grading system.

Professor Griffith, Chairman of the Professional Ethics and Academic Freedom Committee, said that at the May meeting of the Senate, the committee will be reporting on its response to the Morgan Report on Proposed Changes in the Faculty Grievance Procedures. The committee will be proposing substantial changes in the language of the Code dealing with the grievance procedures and Professor Griffith urged the Senate members to review the Morgan Report before the next meeting.

Professor Tolchin, Chairman of the University Development and Resources Committee, said she wished to thank all those members of the University community who contributed so much to the All-Day Seminar on Fringe Benefits, Financial Planning and Investments. Particularly, she wished to thank Mr. Jerry Anderson, Development Office, Professor Neil Cohen, SGBA, Mr. Tom Rogers,

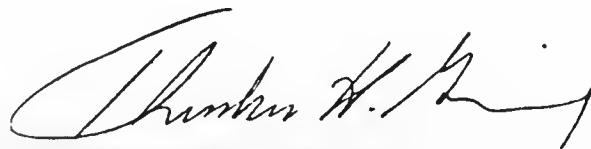
- 6 Manager, Records and Benefits Office, and President Elliott, who gave the luncheon address.

(f) The Annual Report of the Committee on Alumni Affairs (Provisional) was received and would be distributed with the minutes. Professor Morgan reminded members that annual reports of the Senate Committees were due by the May 4th Senate meeting.

- 7 Under Brief Statements, Provost Bright said that he wished to introduce a special resolution - "A Resolution of Appreciation" - to Professor Morgan for his service as Chairman of the Executive Committee. The Provost read the Resolution of Appreciation and presented it to Professor Morgan. The resolution was adopted by acclamation and applause. Professor Morgan responded by thanking the Senate members. (Resolution 83/10 attached.)

Professor Gross said he wished to request that an appropriate Senate committee look into the possibility of having chalk supplied in the classrooms for instructors' use.

- 8 Upon motion made and seconded, the meeting was adjourned at 4:00 p.m.



Theodore H. Grimm, Jr.
Secretary

A RESOLUTION TO AMEND THE FACULTY CODE TO INCLUDE
A STATEMENT ON CRITERIA FOR TENURE (82/9)*

WHEREAS, there are general criteria for promotion in the Faculty Code; and

WHEREAS, the schools of this University have both different criteria for awarding tenure and different degrees of specificity in their criteria; and

WHEREAS, some guidelines for awarding tenure would be desirable and appropriate in the Faculty Code; THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) that the University recognize the fact that different schools have different criteria, and this recognition be explicated by inserting new Paragraph IV-C in the Faculty Code (and relettering present C as D):

IV-C TENURE (underlining indicates amendment)

1. Tenure shall be dependent upon professional competence as evidenced by teaching ability, productive scholarship, participation and leadership in professional societies, service to the University, and public service. Upon a specific showing that the academic needs of the University have changed with respect to a particular position, that factor may also be considered in determining whether tenure shall be granted.

2. Each school, college or comparable educational division shall establish and publish criteria on which the granting of tenure will be based to implement the factors itemized in Paragraph 1. Such criteria shall be stated separately from the criteria for promotion. Any additional criteria for tenure that may exist in departments shall also be published. Each department or nondepartmentalized school or college shall establish and publish the procedures followed for making decisions concerning tenure.

3. To aid faculty members in assessing their potential for achieving tenure, each department, division, or comparable program shall establish procedures for informing individual faculty members, upon request, concerning probable status with regard to tenure. Such information will not constitute a commitment to recommend tenure.

March 12, 1984
Committee on Appointment, Salary and Promotion Policies
(including Fringe Benefits)

Adopted, as amended, April 13, 1984

*(Resolution 82/9, introduced as substitute for Resolution 81/11, was postponed by the Faculty Senate April 8, 1983)

A RESOLUTION TO STANDARDIZE THE DISPOSITION OF THE GRADE OF "INCOMPLETE" (83/8)*

WHEREAS, at the present time various Schools and Divisions of the University have different policies relating to the disposition of the grade of "Incomplete" ("I"), so that in some instances an "I" is changed to an "F" after a period of time; and

WHEREAS, an "F" assigned in this manner reflects a different set of circumstances from those under which the grade of "F" is normally assigned; and

WHEREAS, this lack of uniformity tends to be confusing and burdensome to students, faculty and administrative personnel; THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

(underlining indicates amendment)

1. That, in all Schools and Divisions of the University except the School of Medicine and Health Sciences, the National Law Center, and the School of Engineering and Applied Science, the grade of "Incomplete" must be made up within one calendar year after its submission; an "Incomplete" that is not removed within this period remains permanently as a grade of "Incomplete" on the student's record; and
2. That students may repeat courses in which they received an "Incomplete" which became permanent; and
3. That the above wording be reflected in the statements pertaining to the "Incomplete" presently found in the University Bulletin on pages 47, 71, 92, 113, 122, 142, 173, and 197 and in the School of Engineering Bulletin on pages 22 and 30; and
4. That this change become effective in the fall semester 1985.

February 14, 1984
Educational and Admissions Policy Committee

Defeated April 13, 1984

*(Resolution 83/8 was tabled, as amended, by the Faculty Senate March 9, 1984)

A RESOLUTION TO CHANGE THE MEANING OF THE "Z" GRADE (83/9)

WHEREAS, the "Z" grade was designed to signify "failure, unauthorized withdrawal" in instances where students are registered for a course which they are not attending and in which they have done no substantial graded work; and

WHEREAS, the term "failure" usually signifies a failure to meet adequate standards of performance in a class, a situation which is not applicable to the "Z" grade; THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

1. That the description of the "Z" grade as given in the University Bulletin and in other bulletins of the various Schools, Colleges and Divisions be changed from "failure, unauthorized withdrawal" to "unauthorized withdrawal"; and
2. That the description of the "Z" grade in these various publications include the following statement: "The "Z" grade is assigned when students are registered for a course which they have not attended and in which they have done no substantial graded work."; and
3. That the "Z" grade will not be considered in determining the grade point averages of students; and
4. That this change become effective in the fall semester, 1985.

Committee on Educational Policy and Admissions
March 8, 1984

Adopted April 13, 1984

A RESOLUTION OF APPRECIATION (83/10)

WHEREAS, John A. Morgan, Jr., has earned and held the gratitude and respect of all parts of The George Washington University community; and

WHEREAS, his term of service on the Executive Committee of the Faculty Senate has reached its statutory limit; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

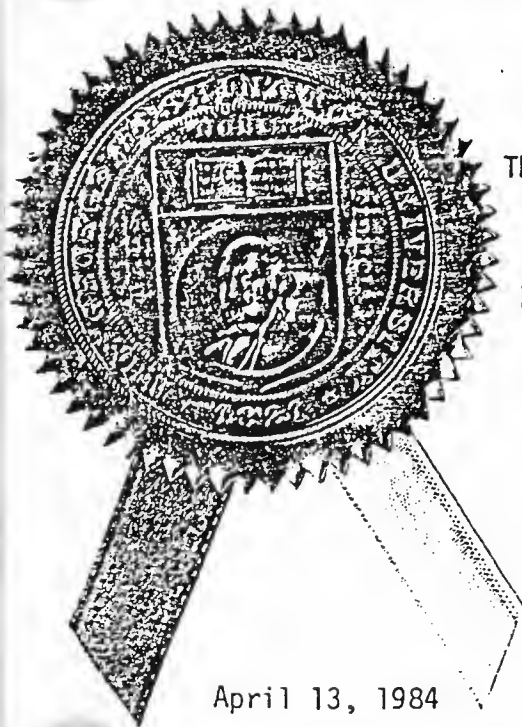
That the following citation be issued:

In recognition of his contributions to The George Washington University during twenty years of service to his students and colleagues as Assistant Professor, Associate Professor, and Professor of Political Science and Public Affairs in the Columbian College;

In recognition of his diligence in pursuing reason, practicality and common sense in resolving problems faced by this academic community;

Especially in recognition of his dedicated service for thirteen years on the Faculty Senate, eight years on the Senate's Executive Committee, and five years as Chairman of the Executive Committee;

THE FACULTY SENATE
OF
THE GEORGE WASHINGTON UNIVERSITY
CITES
PROFESSOR JOHN A. MORGAN, JR.
FOR
DISTINGUISHED SERVICE



April 13, 1984

A handwritten signature in cursive script, reading "Lloyd H. Elliott".

Lloyd H. Elliott
President

Adopted by acclamation April 13, 1984

FACULTY SENATE PROVISIONAL STANDING COMMITTEE ON ALUMNI AFFAIRS
ANNUAL REPORT, 1983-4

The committee met twice during AY 1983-4, once each semester. Discussion again focused on the mission of such a committee regarding (1) current alumni and (2) future alumni (current students).

With respect to item (1), it was felt that the Alumni Affairs Office is doing a good job within the resources available, and no specific advantages could be gained by the establishment of a permanent faculty senate committee on alumni affairs. At her request, committee members furnished Ms. Lear with names of colleagues whom they felt would be excellent potential speakers for alumni groups; however, this type of activity could be expanded and well accomplished without a committee such as ours, for example, by requesting potential speakers lists periodically from department chairpeople or deans.

With respect to item (2), the chairman had contacted Prof. Castleberry, chairman of the Joint Committee of Faculty and Students to inquire about activities that might be under consideration in his committee regarding current students as future alumni. Prof. Castleberry said that nothing was then in process, but he felt that it certainly could be an area of concern to his committee.

In light of these points, the members present at the February meeting agreed that there are no significant advantages to establishing a permanent alumni affairs committee. It is therefore recommended that The Provisional Standing Committee on Alumni Affairs be disbanded and that no permanent Faculty Senate standing committee on alumni affairs be created.

Members of the committee: Donald Gross, Operations Research, Chm.
Marvin S. Katzman, Business Administration
Robert A. Luke, Jr., Education
Frederic R. Siegel, Geology
Harry E. Yeide, Religion
Luize E. Zubrow, Law
Ex officio members: Richard T. Haskins, Dir. of Development
Barry Jagoda, Dir. of News and Public Affairs
Sandra H. Lear, Dir. of Alumni Relations

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.
20052

The Faculty Senate

April 2, 1984

The Faculty Senate will meet on Friday, April 13, 1984, at 2:10 p.m. in
Lisner Hall 603.

AGENDA

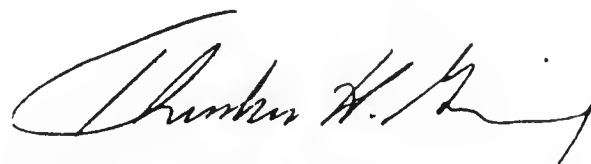
1. Call to order
2. Minutes of the regular meeting of March 9, 1984
3. Old Business:
 - (a) Reconsideration of Resolution 82/9, "A Resolution to Amend the Faculty Code to Include a Statement on Criteria for Tenure," postponed April 8, 1983; Professor Lilien F. Robinson, Chairman, Appointment, Salary and Promotion Policies Committee (Resolution 82/9 attached)
 - (b) Reconsideration of Resolution 83/8, "A Resolution to Standardize the Disposition of the Grade of 'Incomplete'," amended and tabled March 9, 1984; Professor Stefan O. Schiff, Chairman, Educational and Admissions Policy Committee (Resolution 83/8 attached)
4. Resolutions:
 - (a) A RESOLUTION TO CHANGE THE MEANING OF THE "Z" GRADE (83/9); Professor Stefan O. Schiff, Chairman, Educational and Admissions Policy Committee (Resolution 83/9 attached)
5. Introduction of Resolutions
6. General Business:
 - (a) Nomination for election of the Executive Committee for the 1984-85 Session: Report of the Nominating Committee; Professor John A. Morgan, Jr., Chairman
 - (b) Nomination for election of five faculty members to the Grievance Committee for a three-year term commencing May 1, 1984
 - (c) Nomination for appointment by the President to the following Administrative Committees: Judicial System: David A. Altshuler (Chairman), William J. Briscoe, Pamela Finnerty-Fried, Peter Raven-Hansen, and Roger H. Trangsrud; Student-Faculty Committee on Appeals: Maximilian Pock (Chairman), Herbert J. Davis, Dennis H. Holmes, and Joan R. Regnell; Marvin Center Program Board: Catherine J. Pickar; Marvin Center Governing Board: William J. Balling, Jr., Joseph A. Greenberg, Marilyn L. Liebreinz, and Charles E. O'Rear; and Presidential Appeals Board: Joseph Aschheim, Anne R. Headley, John J. McMillan, and Jarrett M. Wise

6. General Business: (continued)

- (d) Report of the Executive Committee: Professor John A. Morgan, Jr., Chairman
- (e) Interim Reports of Senate Standing Committees
- (f) Annual Reports of Senate Standing Committees (due on or before May Senate meeting)

7. Brief Statements

8. Adjournment

A handwritten signature in dark ink, appearing to read 'Theodore H. Grimm, Jr.', written in a cursive style.

Theodore H. Grimm, Jr.
Secretary

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and

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in professional societies, service to the University, public service, and
programmatic needs of the University.
2. Each school, college or comparable educational division shall establish
and publish criteria on which the granting of tenure will be based. Such
criteria shall be stated separately from the criteria for promotion. Any
additional criteria for tenure that may exist in departments shall also be
published. Each department or nondepartmentalized school or college shall
establish and publish the procedures followed for making decisions
concerning tenure.
3. To aid faculty members in assessing their potential for achieving
tenure, each department, division, or comparable program shall establish
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cerning probable status with regard to tenure. Such information will not
constitute a commitment to recommend tenure.

March 12, 1984

Committee on Appointment, Salary and Promotion Policies
(including Fringe Benefits)

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February 14, 1984
Educational and Admissions Policy Committee

Tabled, as amended 3/9/84

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3. That the "Z" grade will not be considered in determining the grade point averages of students; and
4. That this change become effective in the fall semester, 1985.

Committee on Educational Policy and Admissions
March 8, 1984